

LONG TERM DISABILITY FAQ SHEET

WHO IS ELIGIBLE TO PARTICIPATE?

All employees who participate in the Arizona State Retirement System (ASRS) are automatically enrolled in the Long-Term Disability Plan.

DO I RECEIVE THIS BENEFIT AUTOMATICALLY?

Yes. If you are a participant in the ASRS you will be enrolled in Long-Term Disability. You pay your share of the premium through payroll deduction.

WHEN DOES COVERAGE BEGIN?

The coverage begins the date you became a participant in the Arizona State Retirement System.

WHEN DO BENEFITS BEGIN?

There is a 6-month waiting period before Long-Term Disability benefits begin. The waiting period will not be interrupted by limited duty. This means you must be off work or on limited duty due to a medical condition for 6 months to be eligible for benefits.

HOW MUCH MONEY WILL I RECEIVE IF I AM OUT ON LONG-TERM DISABILITY?

You will receive 66 2/3% of your monthly earnings as of the date that you became disabled.

IS THE BENEFIT TAXABLE?

Yes. 50% of your benefit is taxable. You will be required to complete a W-4 form for federal taxes as well as a form A-4 for State Taxes. You will be sent a W-2 at the end of each year reflecting the taxes paid during that year.

WHAT IF I HAVE INCOME FROM OTHER SOURCES?

The following sources of income will be deducted from your benefit:

- ◆ 64% of Social Security benefits or the Railroad Retirement Act (RRA) when paid to you and your family because of your disability.
- ◆ 83% of retirement benefits from Social Security or the RRA.
- ◆ All F/ML (Sick Leave) you receive.
- ◆ All Workers' Compensation benefits.
- ◆ Payments for a veteran's disability to the participant, if the payment is for the same or related condition.
- ◆ Half of any salary you receive from gainful employment.

DO I HAVE TO APPLY FOR SOCIAL SECURITY?

Yes. You will need to make application to Social Security for disability benefits. You can contact the Social Security Administration at 1-800-772-1213 or visit their web site (www.ssa.gov) for more information.

HOW DO I APPLY?

Contact your HR Liaison or Disability Management for a Long-Term Disability packet. Your completed forms need to be submitted to Disability Management for processing.

If you are currently receiving Short-Term Disability benefits, we recommend that you apply for LTD benefits approximately three (3) months prior to the date your STD benefits will end.

WHEN CAN I USE IT?

To provide income protection you must be off work due to a medical condition. For the first two years, you must be under the care of a physician and unable to perform the essential functions of **your** job to qualify for benefits. After that, you must be totally disabled from any work for which you may be reasonably qualified for benefits to continue. The insurance company may require additional medical information to determine if you qualify for LTD benefits.

WHO IS THE INSURANCE COMPANY?

VPA is the insurance company that administers the Long-Term Disability benefit. Your benefits are paid monthly and are mailed to your home. You may use direct deposit if you prefer.

<p>VPA, Inc. PO BOX 9830 CALABASAS, CA 91372-0830 1-800-495-9301</p>
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HOW LONG CAN I RECEIVE LONG-TERM DISABILITY?

Generally, you will receive benefits following the waiting period for the remainder of your period of total disability. Some common reasons benefits would end:

- ◆ The date you are no longer totally disabled;
- ◆ The date you are no longer under the direct care of a licensed physician or refuse to undergo a medical examination requested by VPA;
- ◆ The date you begin to receive retirement benefits under the ASRS;
- ◆ The date you withdraw employee contributions with interest and cease to be a participant in the ASRS.

There are additional circumstances in which your LTD benefits would end. Please consult the Plan Document for a complete listing.

CAN I GET LTD COVERAGE IF I AM DISMISSED OR HAVE TO RESIGN FROM THE COUNTY DUE TO MY MEDICAL CONDITION?

Yes. As long as your disability began when you were employed by Maricopa County and you do not withdraw your ASRS Contributions.

WHAT ABOUT MY SERVICE CREDITS?

While on LTD, you will continue receiving service credits which count toward retirement points.

WHAT ELSE SHOULD I KNOW?

PRE-EXISTING CONDITIONS:

If you have a disability for which you received treatment (including diagnostic services and prescription drugs) within 3 months before your coverage became effective, you will not be eligible for benefits until you have been treatment-free for three (3) months or covered by the plan for twelve (12) months.

CONDITIONS NOT COVERED:

There are certain conditions that are not covered by the LTD plan. Please refer to the plan document for more specific information. The plan document is available through your HR Liaison, and Disability Management.

HEALTH INSURANCE BENEFIT PROGRAM:

If you have at least 5 years of service and are enrolled in COBRA through Maricopa County or are enrolled in the Group Health Insurance Plan through Arizona State Retirement System, you are eligible to participate in the program. Please contact ASRS Member Services for more detailed information about this benefit.

WHO CAN I CONTACT FOR MORE INFORMATION?

Call Disability Management at (602)506-1010, choose option 2, then option 3 if you have questions regarding your Long-Term Disability claim or you can contact VPA directly at 1-800-495-9301.